



SUBORBITAL AND SPECIAL ORBITAL PROJECTS DIRECTORATE

CODE 800 YEAR END REPORT DIVERSITY COUNCIL

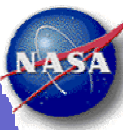
Craig L. Purdy
Code 800

June 22, 2004



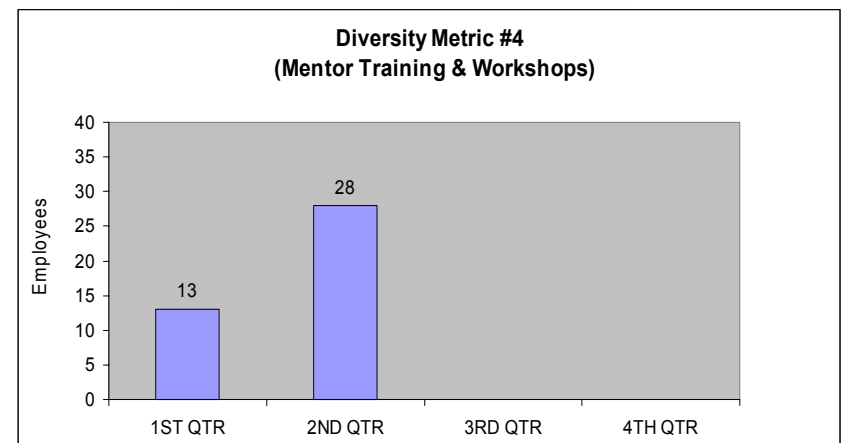
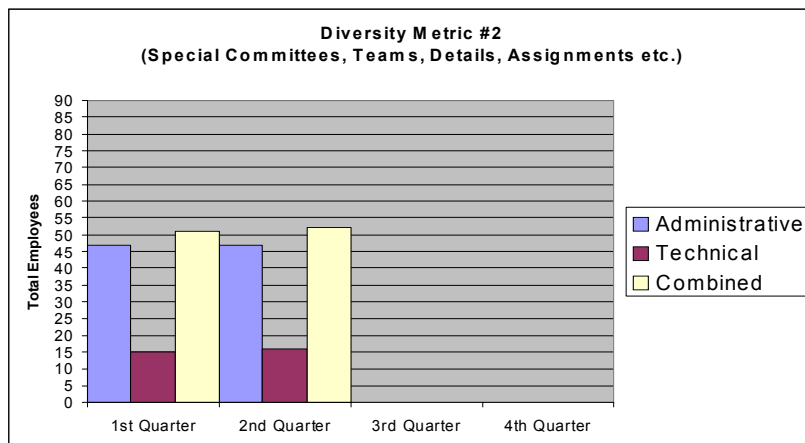
CODE 800 YEAR END REPORT

- Diversity Working Group
 - Attendance has increased (more involved) - Chair Judy Vucovich
 - Directorate Diversity Plan Published and signed by every supervisor
 - Four Performance Measurements
 - Encourage culture diversity training for all SSOPD employees and supervisors– Goal – 80%
 - All Code 800 organizations will report make-up of panels, working groups, training assignments, and details. Analyze results and make recommendations to directorate management



CODE 800 YEAR END REPORT

- Performance Metrics Continued
 - Collect and analyze data from diversity dialog groups and make recommendations to directorate management and GSFC Diversity council
 - Encourage mentor training and workshops for all SSPOD employees and supervisors Goal – 75% attendance





CODE 800 YEAR END REPORT

- MENTORING
 - Dr. Campbell firm supporter of Mentoring
 - Discusses at all levels
 - Support of formal and informal

October 1, 2003, to March 31, 2004

FY03		PEOPLE	GOAL
Mentors	18%	16	10%
Mentees	14%	12	10%

FY04		PEOPLE	GOAL
Mentors	12.2%	11	10%
Mentees	15.5%	14	10%



CODE 800 YEAR END REPORT

- QMS Reporting - Objective 4
 - Ensure that employees receive training, developmental experiences, and tools that they need to attain the highest levels of professional excellence and professional growth
- Data compiled by Directorate Quality Rep
- Reported at Directorate Report to Management Council



CODE 800 YEAR END REPORT

<u>Objective 4</u> Ensure that employees receive the training, developmental experiences, and tools they need to attain the highest levels of professional excellence and personnel growth			
Metrics Associated with Objectives	Goal for FY04	10/01/03 to 3/31/04	Variances to Goals
4.1 Number of Mentors (official GSFC Mentoring Program)	10%	12.2%	
4.2 Number of Mentees (official GSFC Mentoring Program)	10%	15.5%	
4.3 Number of Supervisors Receiving Required Training	90%	100%	
4.4 Number of Personnel Given Developmental Assignments	20%	37.7%	



CODE 800 YEAR END REPORT

- Directorate discussions of Diversity in Staff have led to better understanding of our goals.
- Supervisors have been encouraged to do the same in their staff meetings and report to directorate.
- DDP participation encouraged and discussed post participation – no WFF classes in last two sessions.
- Director's initiative to provide details and assignments to all employees (more equally shared).
- All Office's participate in outreach
 - Many targeted schools and organizations
 - Graduate Student Information Technology Initiative (GSITI)
 - Student Sounding Rockets, National Federation of Blind
 - Suborbital Center of Excellence – 800, NMSU



CODE 800 YEAR END REPORT

- 88% of Code 800 employees participate in some form of Alternate Work Plan
- New hire statistics
 - 8 positions filled from outside of the directorate
 - 1 minority female
 - 5 non-minority females
 - 2 non-minority males
- Buyout - Questions
 - Concern about targeting technicians as a group
 - Explained well by Codes 500 and 801
 - Very little interest by eligible Code 800 employees



WFF REPORT

- Wallops Forum for a Changing Workforce
 - Significant discussions on issues of persons with disabilities led to several changes at WFF (CS and Contractors).
 - Reviewed the WFF Culture Survey Results
 - Findings and Recommendations will be presented to senior management May 10, 2004.
- American Heritage Week Highly Successful
 - Lectures, Displays, Working Groups.
 - Celebrate Wallops Day (fun and well attended) Parade. Colloquia.
 - International Luncheon success - packed house.



WFF REPORT

- Women Of Wallops – FWP good year
 - Women's History Month - Luncheon and Guest speaker
 - Women's Equality Day - Luncheon and Guest speaker
 - Women of Wallops Day - Panel Discussions
 - Take our Children to Work day



CODE 800/WFF PLANS

- Code 800 Culture Survey Results
 - Review and recommendations from the Diversity Working Group
- Modification and update to Diversity Plan
- Expand Diversity Working Group
- Implement recommendations from WFF Cultural Survey
- WOW Child Care Survey
- WOW Guest speaker – (Mr. Townsend ?)